

ToT Workshop in Mosul (Feb. 14-24, 2004): M&E Report

Prepared for:

IHSS Project funded by USAID

Prepare by:

Ghaith J. Al-Eyd, MD, M.Sc.
M&E Coordinator
IHSS Project, Baghdad, Iraq

March 17, 2004

Table of Contents

1. Introduction.....	3
2. Objectives.....	3
3. Approaches	3
4. Results.....	4
5. Conclusions.....	11

1. Introduction

Monitoring & Evaluation of health projects is considered as the corner stone for the improvement of the performance by diagnosing erroneous activities and providing technical advices and support when needed.

Training workshops are considered among the vital requirements for the success of many strengthening health projects. And these workshops themselves require monitoring and evaluation to improve their future implementation by the feed back information gained from the participants.

M & E team has prepared a plan to monitor and evaluate all of the workshops held by the health care delivery team throughout their course including individual workshop and training assessment as well as an overall program activity assessment. These will be done by using the pre-designed M&E tool (evaluation questionnaire).

2. Objectives

The objectives of this M&E report:

- To analyze some of the variables related to the workshop participants like age, gender, profession, administrative position, and place of work.
- To provide the health care delivery team with a feedback report by revising the opinions of the participants about the training, and the benefit they got from the workshop.

3.Approaches:

In order to reach the above mentioned objectives, the monitoring and evaluation team designed a questionnaire form that is universal for all the workshops and submit this form to the health care delivery team. Participants filled these forms at the end of their workshop, data was processed using the EPI6 and Excel computer programs.

4. Results

The workshop was held in Mosul for 10 days . The total number of participants was 17. The mean age of the participants was 42.52 years \pm 5.84 SD, with a range between 35 – 53 years and a median of 42 years.

The sex distribution of the participants is displayed in table 1, where it shows that the participants were (64.7 %) males and (35.3 %) females.

Table 2 shows that all of the participants were from Mosul where the workshop was held. Table 3 shows participants' professions where (58.8%) of the participants were working just as medical doctors, (29.4%) were community medicine specialists, and (11.8%) were of other medical specialties (Obs.&Gyn. , Paediatrics.....) . But all of the participants were doctors.

Table 4 shows that most of the participants (70.6%) has no specific administrative positions, (11.8%) were PHCC managers, one of the participants (5.9%) was a DOH department manager, one (5.9%) of them was a health clinic manager, and one (5.9%) was ministry of health officer.

Table 5 is a comprehensive table showing the opinions of the participants about different aspects of the workshop. More than half (64.7%) of the participants considered the length of the workshop is just about right, (29.4%) of them found it short, and one of them (5.9%) considered it too short (Fig.1) . Most of the participants (64.7%) found the workshop is very useful and (35.3 %) of them found it just useful. (see figure 2 for detail).

Interestingly, no participant felt there was no improvement in their knowledge and skills. More than half of them (52.9%) reported a major improvement, while the other (47.1%) of them felt that they had minor improvement in knowledge and skills(see figure 3 for detail).

All of the participants reported positive impacts of the workshops on their work, with (70.6% just positive impact, 29.4% very positive impact, see figure 4 for detail).

Nearly all the participants were willing to participate in additional workshops in the future (52.9% very willing and 41.2% willing to participate), only one (5.9%) participant was unwilling ; (see Figure 5 for detail).

All of the participants were satisfied about trainers (52.9% just satisfied and 47.1% very satisfied; see figure 6 for detail).

Participants' overall satisfaction about the workshop was distributed as (41,2%) very satisfied and (58.8%) just satisfied.

Participants' Recommendations:

The participant's recommendations are shown in table 6.

Table 1. Sex distribution of the participants

Sex	Frequency	%
Male	11	64.7
Female	6	35.3
Total	17	100

Table 2. Distribution of participants by governorates

Governorates	No. of Attendants	%
Nienawa / Mosul	17	100

Table 3. Distribution of the participants by professions

Profession	Frequency	%
Medical Doctor	10	58.8
Community Medicine Specialist	5	29.4
Others	2	11.8
Total	17	100

Table 4. Distribution of the participants by administrative positions

Position	Frequency	%
Ministry of Health Officer	1	5.9
DOH Department Manager	1	5.9
Health Clinic Manager	1	5.9
PHCC Manager	2	11.8
Others	12	70.6
Total	17	100

Table 5. Distribution of participants by opinions about the workshop

Opinion about:	No.	%
1-Workshop length		
Too short	1	5.9
Short	5	29.4
Just about right	11	64.7
long	0	0
Too long	0	0
Total	17	100
2-Workshop usefulness		
Very useful	11	64.7
Useful	6	35.3
Unuseful	0	0
Total	17	100
3-The improvement of their skills and knowledge		
Major	9	52.9
Minor	8	47.1
No Improvement	0	0
Total	17	100
4-Workshop impact on the participants work		
Very positive	5	29.4
Positive	12	70.6
No impact	0	0
Total	17	100
5-Participants' willing for additional participation		
Very willing	9	52.9
Willing	7	41.2
Unwilling	1	5.9
Very unwilling	0	0
Total	17	100
6- Participants' satisfaction about the trainers		
Very satisfied	8	47.1
Satisfied	9	52.9
Unsatisfied	0	0
Very unsatisfied	0	0
Total	17	100
7- Overall satisfaction about the workshop		
Very satisfied	7	41.2
Satisfied	10	58.8
Unsatisfied	0	0
Very unsatisfied	0	0
Total	17	100

Table 6 Participants' Recommendations

Recommendations	No.
1- More attention to practical sessions (field visits)	2 recommendations
2- Increase the length of the workshop.	11 recommendations
3- More attention to infectious diseases.	1 recommendations
4- Need for audio visual aids during teaching process	2 recommendation
5- The teaching hall need heating and should be large enough	4 recommendations

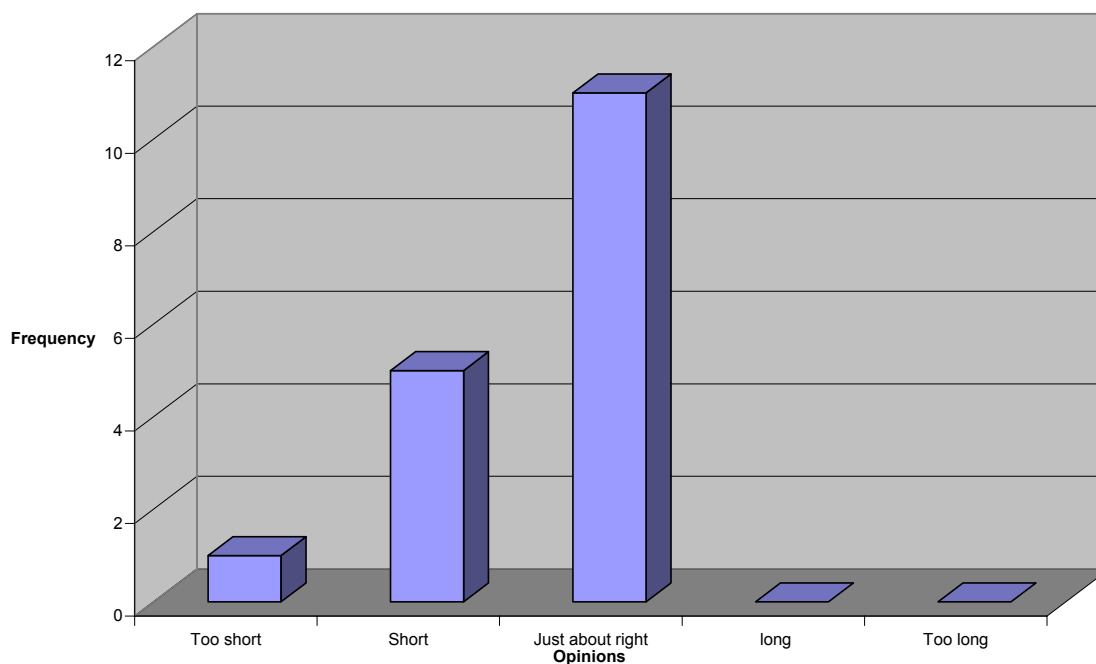


Figure 1 Distribution of participants by their opinions about workshop length

Figure 2 Distribution of participants by their opinions about workshop

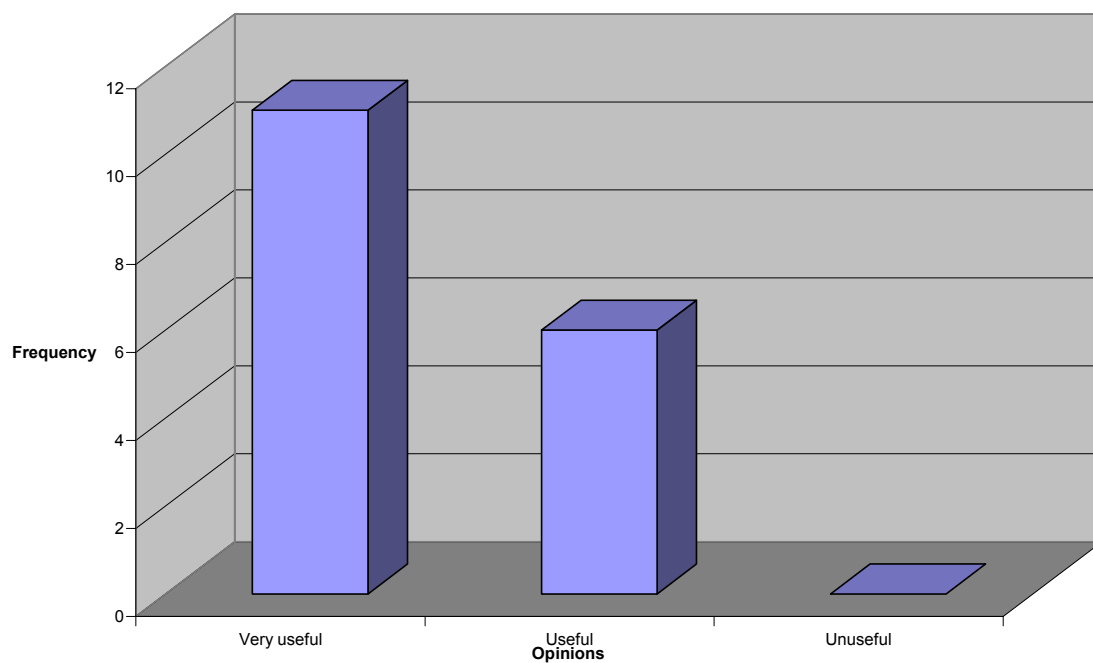


Figure 2 Distribution of participants by their opinions about workshop usefulness

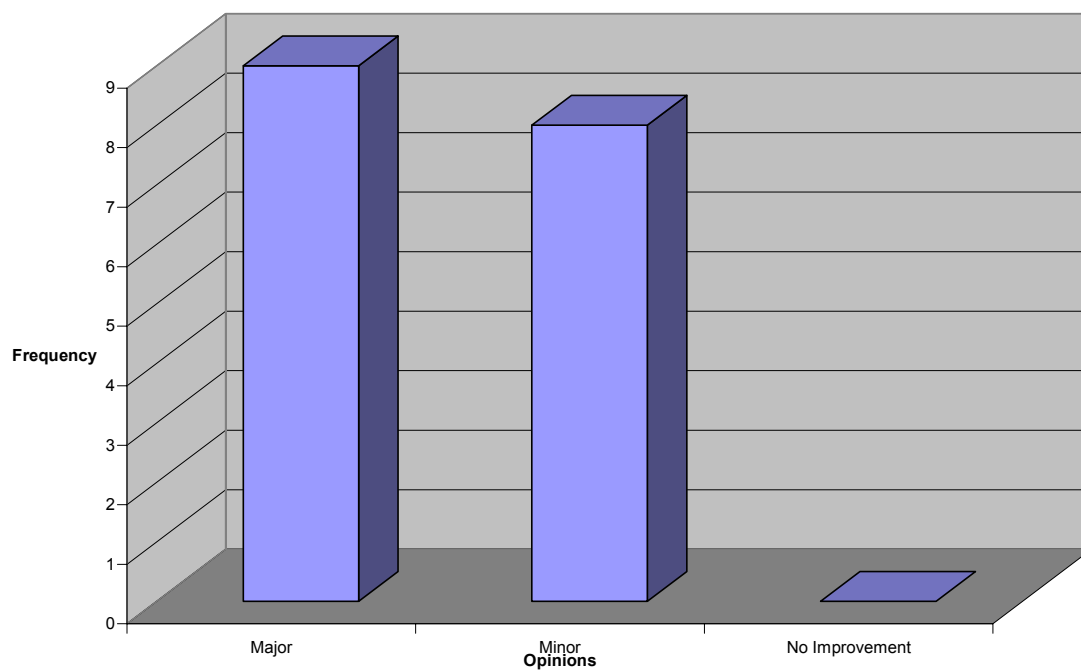


Figure 3 Distribution of participants by their opinions about improvement in their knowledge & skills

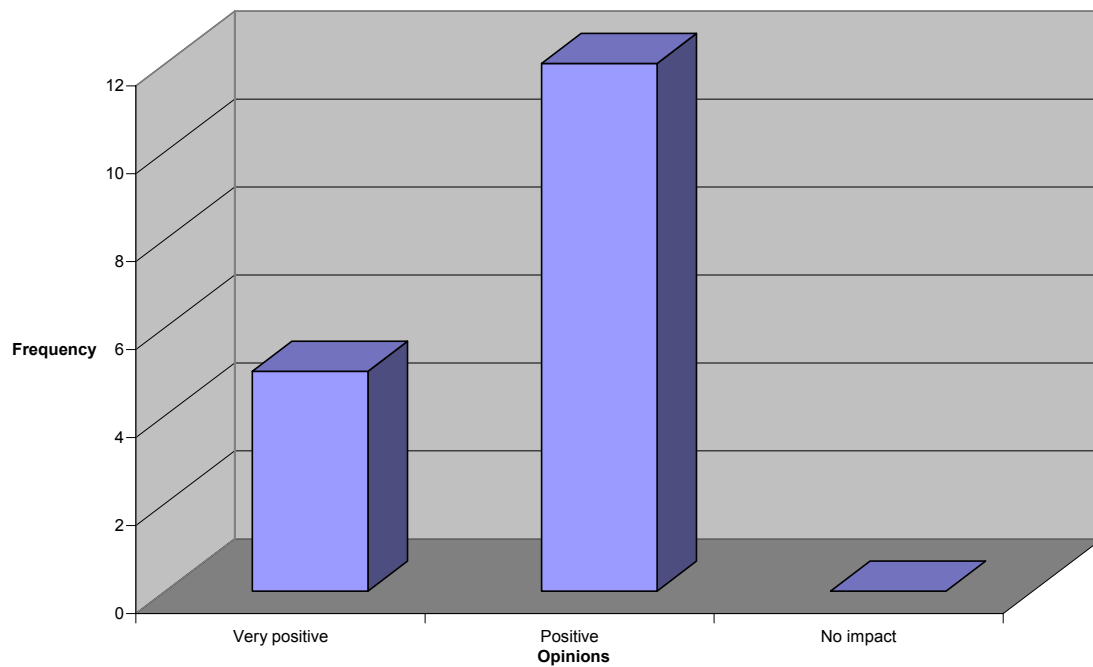


Figure 4 Distribution of participants by their opinions about workshop impact on their work

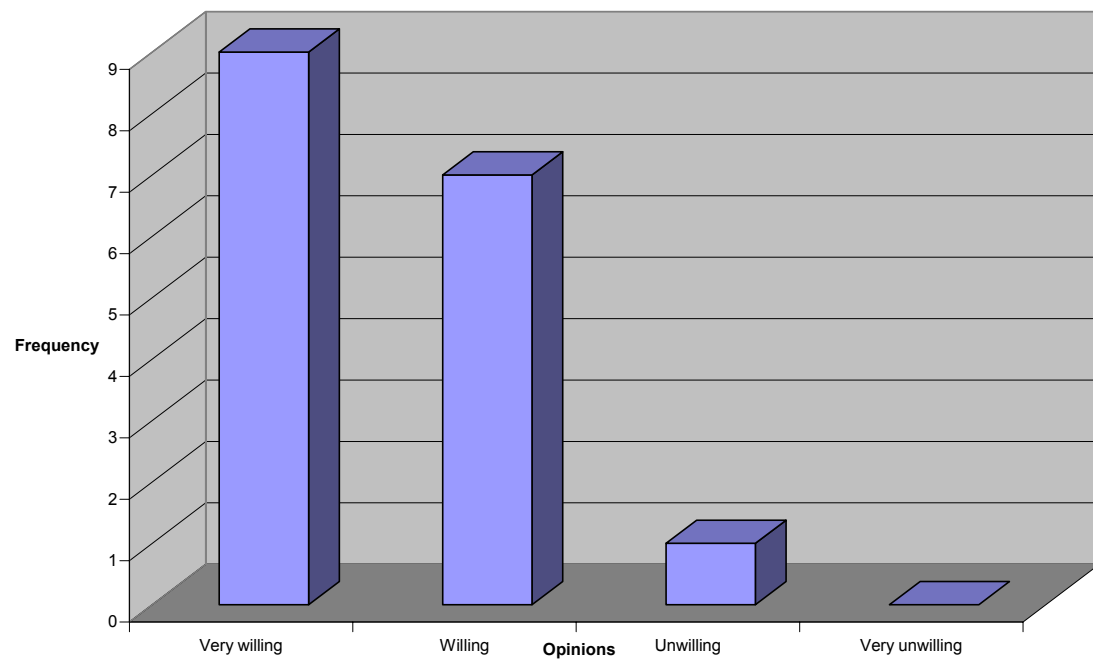


Figure 5 Distribution of Participants by their opinions of willingness to participate in additional workshops

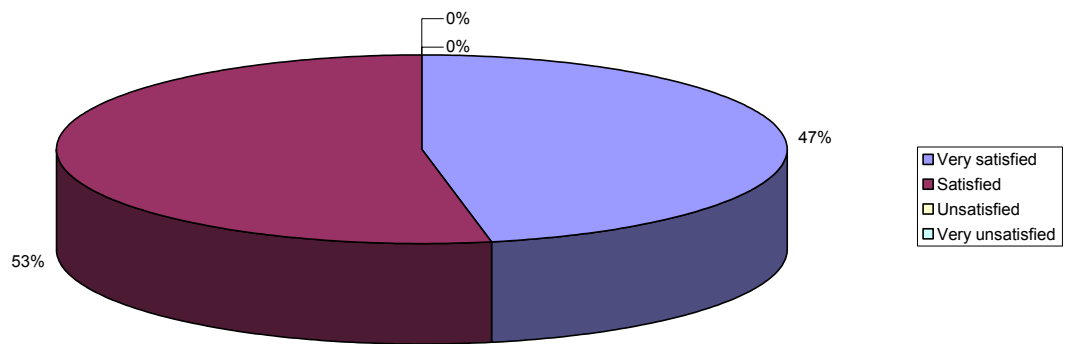


Figure 6 Distribution of participants by their opinions of satisfaction about the trainers

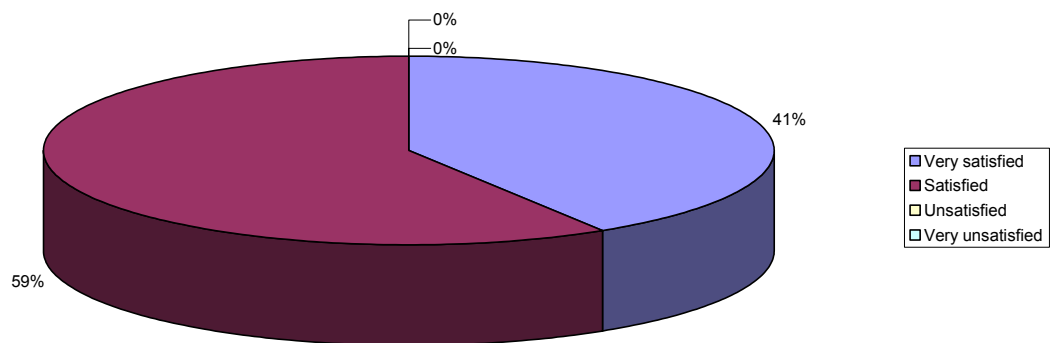


Figure 7 Distribution of participants by their opinions of overall satisfaction about the workshop

5. Conclusions

- Good percentage (35.3%) of females doctors were found in this workshop, although there were higher percentages of female participation in other governorates trainings.
- All of the participants were doctors , most of them recommended that the workshop duration should be longer. This indicates their eagerness to learn more, the benefit they have got from the workshop.
- Almost all participants reported satisfaction with the workshop, in terms of trainers' capacity and overall workshop quality which means that the workshop team succeeded to use the right teaching ways to train the attendants..
- Nearly all of the participants reported that they were willing to participate in additional workshops this indicates that they got experience and benefit as it appeared in their opinions about the workshop impact and usefulness. The workshop team succeeded to achieve their objective and also to attract the attendants for further workshops.